

Relationship between Employees Psychological Empowerment and Organizational Entrepreneurship in West Azerbaijan Province Education Department

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ABSTRACT

The present study aimed to survey relationship between staff psychological empowerment and organizational entrepreneurship in west Azerbaijan province education department has been done and the research method is descriptive – correlation. The population of this research were employees of education department and number of 120 samples has been selected based on Morgan, with stratified random sampling method. Two questionnaires has been used in the analysis of data: Spritzer psychological empowerment questionnaire (1995) and Samadagayi organizational entrepreneurship questionnaire (1999), and reliability of both questionnaires obtained 0/85% whit Cronbach's alpha formula. The validity of the questionnaires were approved by the faculty supervisor and consultant. For data analysis, Pearson correlation, Spearman correlation tests and Friedman test has been used. The results showed that between dimensions of psychological empowerment (competency feeling, feelings of meaningful, self - determination feeling, confidence feeling and self-impact feeling) there is a positive and significant relationship with organizational entrepreneurship. Also the results of Friedman test showed that in the ratings of psychological empowerment factors, ranked from top to bottom as follows: self - determine feeling, feelings of confidence competency feeling, meaningful feeling and self - impact feeling.

KEYWORDS: organizational entrepreneurship, psychological empowerment, education

INTRODUCTION

The increasing rate of change and evolution in the scopes of scientific, economic and social is the main features of the present era. Today's organizations are faced with widespread international developments and threats which have threatened their survival. To survive, they must develop new solutions and methods and focus on constant innovation and creativity. Entrepreneurship is motor of so successful and efficient organizations (Zabihi, 2009).

Entrepreneurship discuss in the modern era, is one of the most basic strategies for each country (Nahid, 2009). Entrepreneurship is an important element in successful organizations (Antonicic and Scarlet, 2005). Organizational entrepreneurship refers to processes that there are within companies, regardless of size and it guide towards invest in new businesses and other innovative activities (Zehir, Miwseldi and Zehir, 2012). Various studies show that despite the organizations have accepted importance of innovation and entrepreneurship to compete in today's world, but due to lack of proper infrastructure, innovation and entrepreneurship in failed (Zheng and Mclean, 2009). Organizational entrepreneurship in the last three decades is considered an important area of research in management (Actan, 2008).

Organizational entrepreneurship for decades was seen more as an approach to creating growth through new products, new processes and sale (Miles et al, 2009). Creative in public sector institutions and the tendency of these organizations to decentralization has created a movement that the role of employees and the need for their empowerment approved as the center of gravity of any attempt to reduce the size of the organization and improve customer service also in various studies noted that the most important productivity factor in organizations and the whole society, is human resources (Shelton, 2003). Human resources play a fundamental role in the growth, development, dynamic or failure and destruction organizations (Abdullahi, 2005). The most effective way to gain a competitive advantage in the current situation is the efficient of organizations staff (Mirsepasi, 2006). One of concepts that have been proposed for the development of human resources is employee's psychological empowerment.

Employee's psychological empowerment as a new approach to intrinsic motivation means to releasing the inner strength as well as providing grounds and the creation of capacities and creating opportunities for prosperity of the talent, abilities

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and competence of staff. Among, education have the important role in the development and establishment of institutions and the most effective in scientific, cultural, social, political and economic approaches. According to the importance and priority of this institution, development and expansion of it depends on provide, maintain and manage of vigorous and entrepreneurship manpower (Bramvnd et al, 2012).

By identifying the areas of Entrepreneurship in Education can introduce new opportunities for entrepreneurs and community to benefit the development of economic and social. Ministry of Education, in order to cope with the increasing, fast and complex changings and uncertain environment requires entrepreneurship. On the other hand, in the age of globalization, to respond quickly to any changes in the macro environment require that employees be empowered. The role and importance of education as an agent of breeding founded on human development, economic, social and cultural well known to everybody (Yosefi, 2012). The result of the review of the literature shows that in this era of globalization enabling of education staff to respond quickly to changes in environment is essential. Empirical studies have confirmed the relationship between empowerment of workers and labor productivity and also empirically known that empower impact on employees performance (Gill, 2010).

Table1. Researches conducted in the field of research

Article title	Years	Author
Knowledge acquisition and corporate entrepreneurship	2012	Anna Maria Bujica, Maria del Fuentes
Evaluation of organizational entrepreneurship in a Petrochemical Company	2010	Vandrmro
Corporate entrepreneurship and performance of telecom companies	2011	Odri kahara Koki
Corporate entrepreneurship and strategy process	2011	Ata Azdmrsy
Internal environment for entrepreneurship	2011	Brutuar Dodge, Sashyl

Due to above reviewed, the main concern of researcher this is to show that, what relationship is there between psychological empowerment factors (meaningful feeling, competence feeling, self -impact feeling, self- determination feeling and confidence feeling) with the organizational entrepreneurship in west Azerbaijan province education department and how much is this relationship?

Research hypotheses:

The main hypothesis: There is a significant relationship between employee psychological empowerment and organizational entrepreneurship in west Azerbaijan province education department.

Sub-hypothesis:

- There is a significant relationship between meaningful sense of Staff and organizational entrepreneurship in west Azerbaijan province education department.
- There is a significant relationship between competence Sense of staff and organizational entrepreneurship in west Azerbaijan province education department.
- There is a significant relationship between self-impact sense of Staff and organizational entrepreneurship in west Azerbaijan province education department.
- There is a significant relationship between self-determine sense of Staff and organizational entrepreneurship in west Azerbaijan province education department.
- There is a significant relationship between trust feel of staff and organizational entrepreneurship in west Azerbaijan province education department.
- There is significant difference between psychological empowerment factors (competency feeling, feelings of meaningful, self - determination feeling, confidence feeling and self- impact feeling) in west Azerbaijan province education department.

MATERIALS AND METHODS

Present study, in terms of target is applied research and the research method used is descriptive – correlational. The populations of this study were all the staff education in 2014 that their number 175 people and the number of sample

according to Morgan and the stratified random sampling method were 120 people. Of the 120 questionnaires distributed, 110 questionnaires were fully completed and used. Two questionnaires were used in the collecting of data: Spritzer psychological empowerment (1995) and Samadagayi organizational entrepreneurship (1378), and reliability of both questionnaires obtained 0/85% whit Cronbach's alpha formula. The validity of the questionnaires was approved by the faculty supervisor and consultant. For data analysis, Pearson and Spearman correlation tests and Friedman test was used.

RESULTS AND DISCUSSION

In this section we want to put data in statistical analysis. We do this through descriptive statistics and inferential statistics. It should be noted that the descriptive statistics in confirming inferential statistics is valuable and singly cannot be a solidity reason in the analysis. Descriptive statistics and inferential statistics provided in this publication have been obtained by using SPSS software.

	SD	M	Max	Min	N
Entrepreneurship	13.76	81.38	112.00	50.00	110
Competence	2.72	10.53	17.00	4.00	110
Meaningfulness	2.14	8.98	14.00	5.00	110
Self-impact	2.68	12.09	19.00	7.00	110
Self-determine	2.42	8.57	15.00	3.00	110
Trust	2.66	11.02	19.00	6.00	110

Table2. Descriptive statistics for components of psychological empowerment and organizational entrepreneurship

According to the above table the mean of organizational entrepreneurship is equal to 81.38 and standard deviation is 13.76 also the means of competence feel, meaningful feel, self-impact feel, self-determine feel and trust feel respectively equal to (10.53, 8.98, 12.09, 8.57, 11.02) also The standard deviations of competence feel, meaningful feel, self - impact feel, self-determine feel and trust feel respectively equal to (2.72, 2.14, 2.68, 2.42, 2.66). Among components of psychological empowerment, self-impact feel on the average 12.09 has the highest average and self-determine feel on the average 8.57 has the lowest average. Also competence feel with a standard deviation of 8.57 has the highest variance and component of meaningful feel with a standard deviation of 2.14 has the lowest variance.

Table 3 shows the results of the KS test to check the normality of data

Indicator Variable	Sig	Z
psychological empowerment	0.62	0.75
Organizational entrepreneurship	0.91	0.55

With regard to obtained values and significance level ($P < 0.05$) data distribution is normal and parametric statistical tests can be used to analyze the data.

The main hypothesis of study:

There is a significant relationship between employee psychological empowerment and organizational entrepreneurship in west Azerbaijan province education department.

Table 4 correlation between psychological empowerment and organizational entrepreneurship

Indicator variable	Significance level	Sig	R ²	correlation coefficient
Entrepreneurship and Empowerment	0.01	0.001	0.46	0.68

According to the above table can be found that correlation coefficient (0.68) at the level of (0.01) is significant. Therefore, there is a significant and positive relationship between two variables. The coefficient of determination indicates that amount 0/46% of the variance of organizational entrepreneurship is the result of psychological empowerment

First subsidiary hypothesis:

There is a significant relationship between meaningful sense of Staff and organizational entrepreneurship in west Azerbaijan province education department.

Table 5 correlation between meaningful sense of staff and organizational entrepreneurship

Indicator variable	Significance level	Sig	R ²	correlation coefficient
Entrepreneurship and Meaningful feel	0.01	0.001	0.22	0.47

According to the above table can be found that correlation coefficient (0.47) at the level of (0.01) is significant. Therefore, there is a significant and positive relationship between two variables. The coefficient of determination indicates that amount 0/22% of the variance of organizational entrepreneurship is the result of meaningful sense of staff.

Second subsidiary hypothesis:

There is a significant relationship between competence Sense of staff and organizational entrepreneurship in west Azerbaijan province education department.

Table 6 correlation between competency fleeing of staff and organizational entrepreneurship

Indicator variable	Significance level	Sig	R ²	correlation coefficient
Entrepreneurship and Competency fleeing	0.01	0.001	0.37	0.61

According to the above table can be found that correlation coefficient (0.61) at the level of (0.01) is significant. Therefore, there is a significant and positive relationship between two variables. The coefficient of determination indicates that amount 0/37% of the variance of organizational entrepreneurship is the result of competency feeling of staff.

Third subsidiary hypothesis:

There is a significant relationship between self - impact fleeing of Staff and organizational entrepreneurship in west Azerbaijan province education department.

Table 7 correlation between self-impact feel of staff and organizational entrepreneurship

Indicator variable	Significance level	Sig	R ²	correlation coefficient
Entrepreneurship and Self-impact	0.01	0.001	0.16	0.41

According to the above table can be found that correlation coefficient (0.41) at the level of (0.01) is significant. Therefore, there is a significant and positive relationship between two variables. The coefficient of determination indicates that amount 0/16% of the variance of organizational entrepreneurship is the result of self-impact feel of staff.

Fourth subsidiary hypothesis:

There is a significant relationship between self-determine sense of Staff and organizational entrepreneurship in west Azerbaijan province education department.

Table 8 correlation between self-determine feel of staff and organizational entrepreneurship

Indicator variable	Significance level	Sig	R ²	correlation coefficient
Entrepreneurship and Self-determine	0.01	0.001	0.25	0.50

According to the above table can be found that correlation coefficient (0.50) at the level of (0.01) is significant. Therefore, there is a significant and positive relationship between two variables. The coefficient of determination indicates that amount 0/25% of the variance of organizational entrepreneurship is the result of self-determine of staff.

Fifth subsidiary hypothesis:

There is a significant relationship between trust feel of staff and organizational entrepreneurship in west Azerbaijan province education department.

Table 9 correlation between trust feeling of staff and organizational entrepreneurship

Indicator variable	Significance level	Sig	R ²	correlation coefficient
Entrepreneurship and trust feel	0.01	0.001	0.38	0.62

According to the above table can be found that correlation coefficient (0.62) at the level of (0.01) is significant. Therefore, there is a significant and positive relationship between two variables. The coefficient of determination indicates that amount 0/38% of the variance of organizational entrepreneurship is the result of trust feel of staff.

Sixth subsidiary hypothesis:

There is significant difference between psychological Empowerment factors (meaningful sense, a sense of competence, self-impact sense, self - determination feeling and confidence feeling) in west Azerbaijan province education department.

Table 10 Friedman test for psychological empowerment factors of employees

Indicator variable	DF	Sig	n	Chi-square
psychological empowerment factors	4	0.001	110	187.67

According to above table the Friedman test (67/187) is significantly of the error smaller than 0.01. This result indicates rejection of the null hypothesis and accepts the researcher hypothesis and the difference between psychological empowerment factors of employees.

Table 11 Ranking of psychological empowerment factors

psychological empowerment factors	Ranking averages
Self-determine	4.42
Trust	3.57
Competence	3.20
Meaningfulness	2.16
Self-impact	1.82

According to above table the meaningful feeling mean's equivalent to 4.24 and has the highest mean rating among psychological factors and self-impact feel with mean 1.82 has the lowest mean rating and this results is significant whit difference of means.

Conclusion:

In today's competitive and turbulent world, organizations should not be looking for a quick solution that immediately improves the productivity and performance. Entrepreneurship and psychological empowerment are processes of continuous that improved performance. In this case individuals on long-term arrived to outcomes.

The results showed that between the dimensions of psychological empowerment (feeling of competence, feeling of meaningful, feeling of self-determine, feeling of confidence and feeling of self-impact) there is a positive and significant relationship with the organizational entrepreneurship. In addition, the results of Friedman test showed that in the ratings of psychological empowerment factors, ranked from top to bottom as follows: feeling of self-determine, feeling of confidence feeling of competence, feeling of meaningful and feeling of self-impact.

Finally, according to research findings suggest that the sharing of information in organization be done, and administrators are advised to trust their employees' skills and abilities, consider them opinions and intellectual standards, acquaint them with creativity and commitment and appreciated the success and innovation of staff. Moreover, according to the ranking of psychological empowerment in education, it is suggested necessary measures be taken to improve the effectiveness feel of the staff through, attention to them comments in the decision, giving more power to them and encouragement and motivation. A concern arising from the results it is that however, a significant and positive correlation of five factors with

the organizational entrepreneurship, success in all the steps needed to supports of educational organization's leaders and senior management.

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